



Defense Acquisition Workforce Key Information

Information Technology
As of FY15Q2 (31 March 2015)



Fact Sheet

Human Capital Fact Sheet (FY 2014)

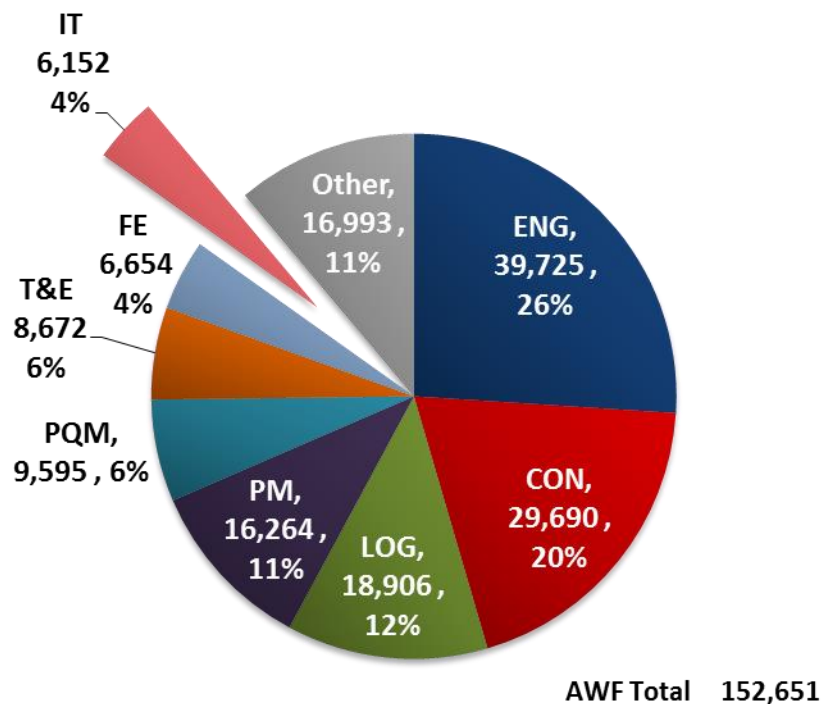
Defense Acquisition Workforce Information Technology	FY 2008				FY 2014			
	IT Civilian (Civ)	IT Military (Mil)	Total IT (Civ+Mil)	Defense Acquisition Workforce	IT Civilian (Civ)	IT Military (Mil)	Total IT (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	3,579	355	3,934	125,879	5,564	212	5,776	151,355
Change in size from 2008	-	-	-	-	55%	-40%	47%	20%
Civilian/Military Composition	91%	9%	-	88% / 12%	96%	4%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	55%	85%	58%	77%	62%	80%	63%	83%
Graduate Degree	18%	43%	20%	29%	24%	46%	25%	36%
Certification								
Level I or Higher Achieved	58%	28%	55%	72%	83%	36%	81%	86%
Level II or Higher Achieved	40%	9%	37%	61%	66%	9%	63%	74%
Level III Achieved	20%	4%	19%	36%	33%	1%	32%	43%
Position Certification Requirement Met or Exceeded	37%	10%	35%	58%	72%	18%	70%	75%
Within 24 Months of Certification Requirement	35%	74%	38%	27%	21%	68%	23%	19%
Does Not Meet Certification Requirement	28%	16%	27%	14%	7%	14%	7%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	75%	13%	70%	62%	48%	2%	46%	45%
Average Age	48.7	37.2	47.7	45.7	47.3	35.2	46.9	44.9
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	13/26/61(%)	-	-	20/23/57 (%)(Civ)	18/30/52(%)	-	-	26/23/51(%)
Average Years of Service	18.2	13.7	17.8	17.3	13.4	13.4	13.4	15.2
Retirement Eligible*	640(18%)	-	-	19,051(17%) (Civ)	747(14%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	772(22%)	-	-	21,315(19%) (Civ)	1,022(19%)	-	-	26,858(18%)
Total Gains/Losses*	932/1,352	-	-	14,245/15,030 (Civ)	678/800	-	-	9,961/10,917

Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2014 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

*Analysis support from RAND using FY2008 and FY2014 DMDC data.



AWF by Component and Career Field



AWF Count by Career Category FY15Q2	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,399	4,399	2.9%
Business - CE	245	559	445	75	1,324	0.9%
Business - FM	1,659	1,938	1,879	620	6,096	4.0%
Contracting	8,093	5,732	8,419	7,446	29,690	19.4%
Engineering	8,899	20,172	8,675	1,979	39,725	26.0%
Facilities Engineering	1,559	5,014	19	62	6,654	4.4%
Information Technology	1,703	2,568	1,094	787	6,152	4.0%
Life Cycle Logistics	7,361	5,883	2,945	2,717	18,906	12.4%
Production, Quality and Man	1,404	2,655	327	5,209	9,595	6.3%
Program Management	3,305	6,168	5,246	1,545	16,264	10.7%
Property	48	59	19	258	384	0.3%
Purchasing	235	465	79	389	1,168	0.8%
S&T Manager	369	456	2,608	127	3,560	2.3%
Test and Evaluation	2,014	3,193	3,074	391	8,672	5.7%
Unknown/Other	11	3	28	20	62	0.04%
FY15Q2 Totals (as of 03-31-2015)	36,905	54,865	34,857	26,024	152,651	
Component %	24.2%	35.9%	22.8%	17.0%		



Information Technology Workforce Historical Size by Agency FY05 – FY15Q2



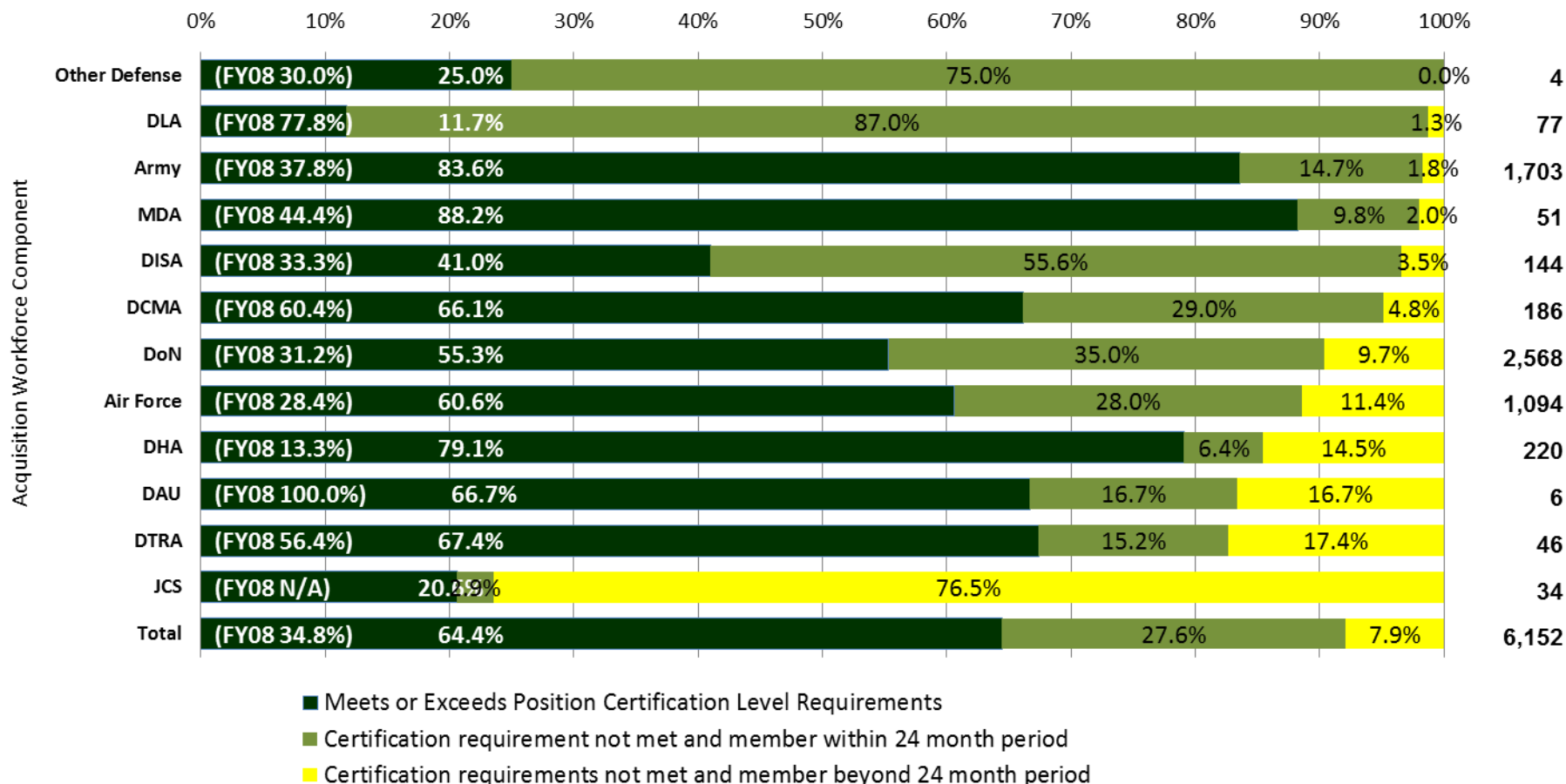
Information Technology	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q2	% Change Since FY05	% Change Since FY08
Defense Acq Workforce													
ARMY	2,999	2,735	2,432	1,764	1,843	2,168	2,301	2,364	2,166	1,704	1,703	-43%	-3%
DoN	759	744	747	903	1,240	1,634	1,830	1,927	2,098	2,185	2,568	238%	184%
AIR FORCE	1,551	1,116	1,012	950	966	1,008	1,086	1,126	1,146	1,098	1,094	-29%	15%
DCMA	85	85	53	111	124	158	147	156	186	197	186	119%	68%
DLA	3	6	6	9	7	4	2	13	16	43	77	2467%	756%
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	14	20	10	27	27	39	39	42	52	53	51	264%	89%
DISA	50	71	109	99	80	71	78	83	79	140	144	188%	45%
DHA	-	-	2	15	4	8	14	12	13	244	220		1367%
DTRA	3	44	41	39	35	43	48	54	57	54	46	1433%	18%
DAU	1	3	-	6	7	7	14	12	3	6	6	500%	0%
OSD & Staff	2	2	1	1	-	-	-	-	-	-	-	-100%	-100%
JCS	-	1	-	-	-	-	1	40	36	34	34		
DeCA	2	3	-	-	1	-	-	-	14	11	13	550%	
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	9	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	3	-	-	-	-	1	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	3	6		
DoD HRA	-	1	-	3	-	-	-	-	-	1	1		-67%
DoD TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	3	2	2	2	3	2	-	-	1	-	-	-100%	-100%
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-		-100%
DTIC	-	-	-	-	-	-	-	1	3	3	3		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	1	-	2	-	-	-	-		
DoD IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	3	2	1	1	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	5	4	17	21	-	-	-	-	-		-100%
TOTAL	5,472	4,843	4,423	3,934	4,358	5,165	5,563	5,832	5,870	5,776	6,152	12.4%	56.4%





Information Technology DAWIA Certification by Component

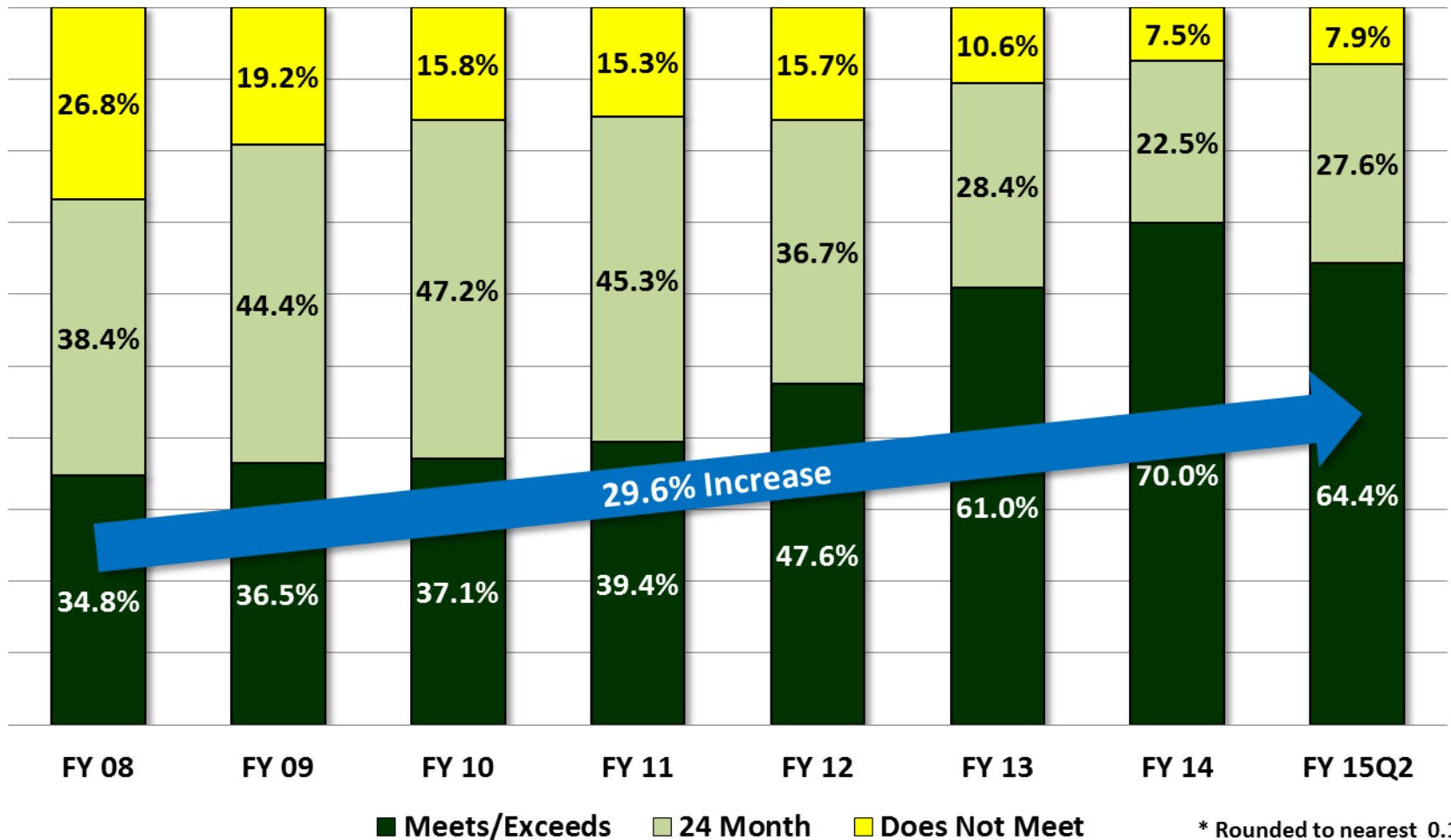
Certification Level "Meet/Exceed" Rates by Component Information Technology (FY15Q2)





Information Technology Historical DAWIA Certification FY08 – FY15Q2

Information Technology





Information Technology DAWIA Certification Matrix + Bench Strength

Information Technology	Achieved Certification Level					
Required Certification Level	No Level Achieved	Level I	Level II	Level III	FY15Q2 TOTAL	% Meets Certification Requirement
Level I	432	503	63	18	1,016	57.5%
Level II	748	368	1,539	401	3,056	63.5%
Level III	351	115	172	1,439	2,077	69.3%
Unspecified	2	-	1	-	3	
FY15Q2 TOTAL	1,533	986	1,775	1,858	6,152	64.4%
	24.9%	16.0%	28.9%	30.2%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	19,493	12.8%	
Army	5,029	13.6%	
DoN	6,539	11.9%	
Air Force	6,313	18.1%	
4th Estate	1,612	6.2%	
Information	482	7.8%	10 of 13

** Based on population total without unspecified positions

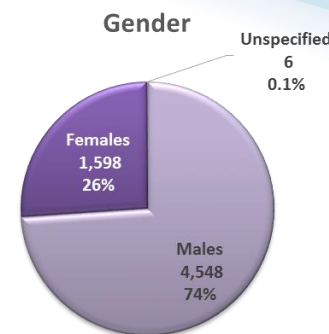
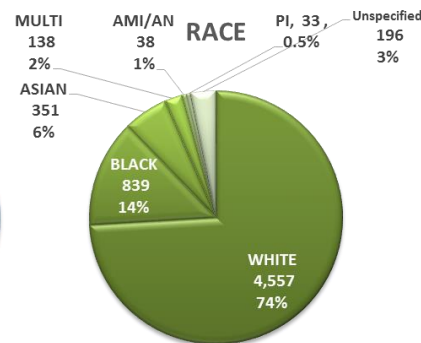
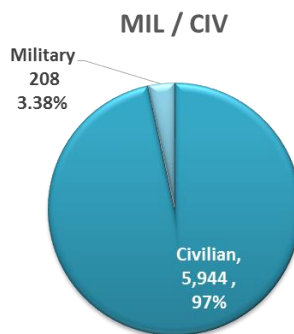
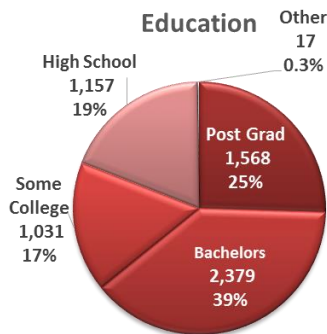
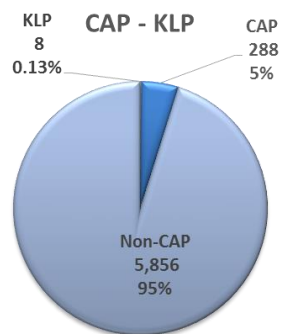
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	584	387	45	1,016	16.5%
Level II	1,940	830	286	3,056	49.7%
Level III	1,439	480	158	2,077	33.8%
Unspecified	-	3	-	3	0.0%
Information Technology TOTAL	3,963	1,700	489	6,152	
	64.4%	27.6%	7.9%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Information Technology Demographics



Occupied Position Type	IT TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	8	0.1%	1,120	0.7%
Critical Acquisition Positions (CAPs) *	288	4.7%	15,535	10.2%
Non-CAP Positions	5,856	95.2%	135,996	89.1%
TOTAL	6,152		152,651	

* = Number of CAPs, excluding KLPs (no double counts)

Highest Level of Education	IT TOTAL		Entire DAW	
Post Grad	1,568	25.5%	58,772	38.5%
Bachelors	2,379	38.7%	68,493	44.9%
Some College	1,031	16.8%	11,914	7.8%
High School	1,157	18.8%	12,862	8.4%
Other	17	0.3%	610	0.4%
TOTAL	6,152		152,651	

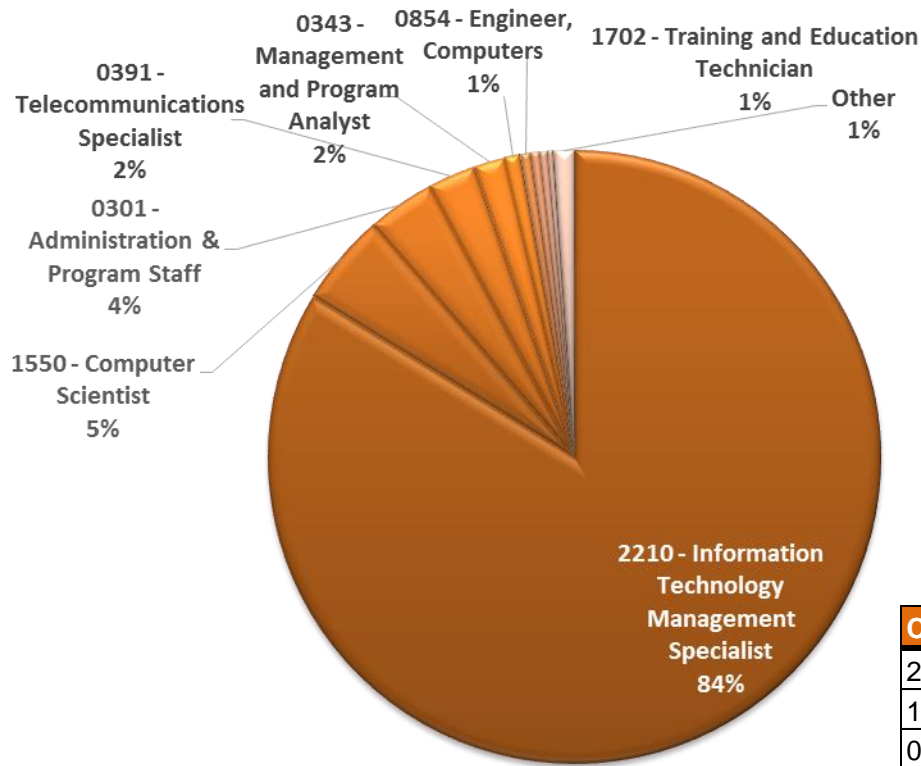
Military / Civilian	IT TOTAL		Entire DAW	
Civilian	5,944	96.6%	136,977	89.7%
Military	208	3.4%	15,674	10.3%
TOTAL	6,152		152,651	

Race	IT TOTAL		Entire DAW	
WHITE	4,557	74.1%	114,642	75.1%
BLACK	839	13.6%	18,203	11.9%
ASIAN	351	5.7%	9,854	6.5%
MULTI	138	2.2%	3,061	2.0%
AMI/AN	38	0.6%	824	0.5%
PI	33	0.5%	677	0.4%
Unspecified	196	3.2%	5,390	3.5%
TOTAL	6,152		152,651	

Gender	IT TOTAL		Entire DAW	
Males	4,548	73.9%	107,973	70.7%
Females	1,598	26.0%	44,517	29.2%
Unspecified	6	0.1%	161	0.1%
TOTAL	6,152		152,651	



Information Technology Size by Occupational Series



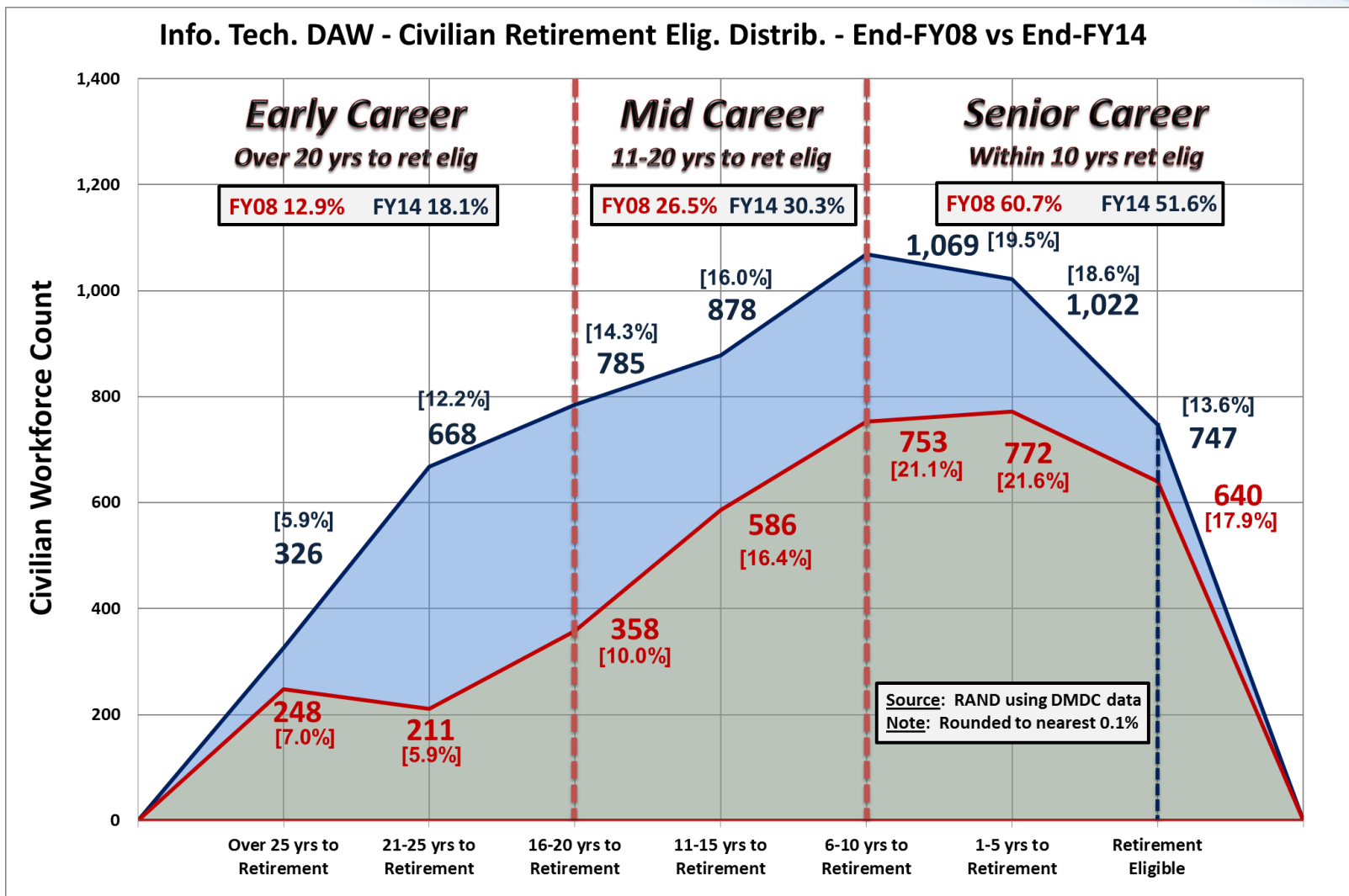
Civilian Occupational Series	IT TOTAL	
2210 - Information Technology Management Specialist	4,979	83.8%
1550 - Computer Scientist	289	4.9%
0301 - Administration & Program Staff	212	3.6%
0391 - Telecommunications Specialist	149	2.51%
0343 - Management and Program Analyst	97	1.63%
0854 - Engineer, Computers	50	0.84%
1702 - Training and Education Technician	32	0.54%
0855 - Engineer, Electronics	29	0.49%
0856 - Engineering Technician, Electronics	25	0.42%
1101 - Business and Industry Specialist	18	0.30%
Other	64	1.08%
TOTAL CIVILIAN	5,944	Civilians



RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Information Technology Civilian Retirement Eligibility Distribution – FY08 / FY14

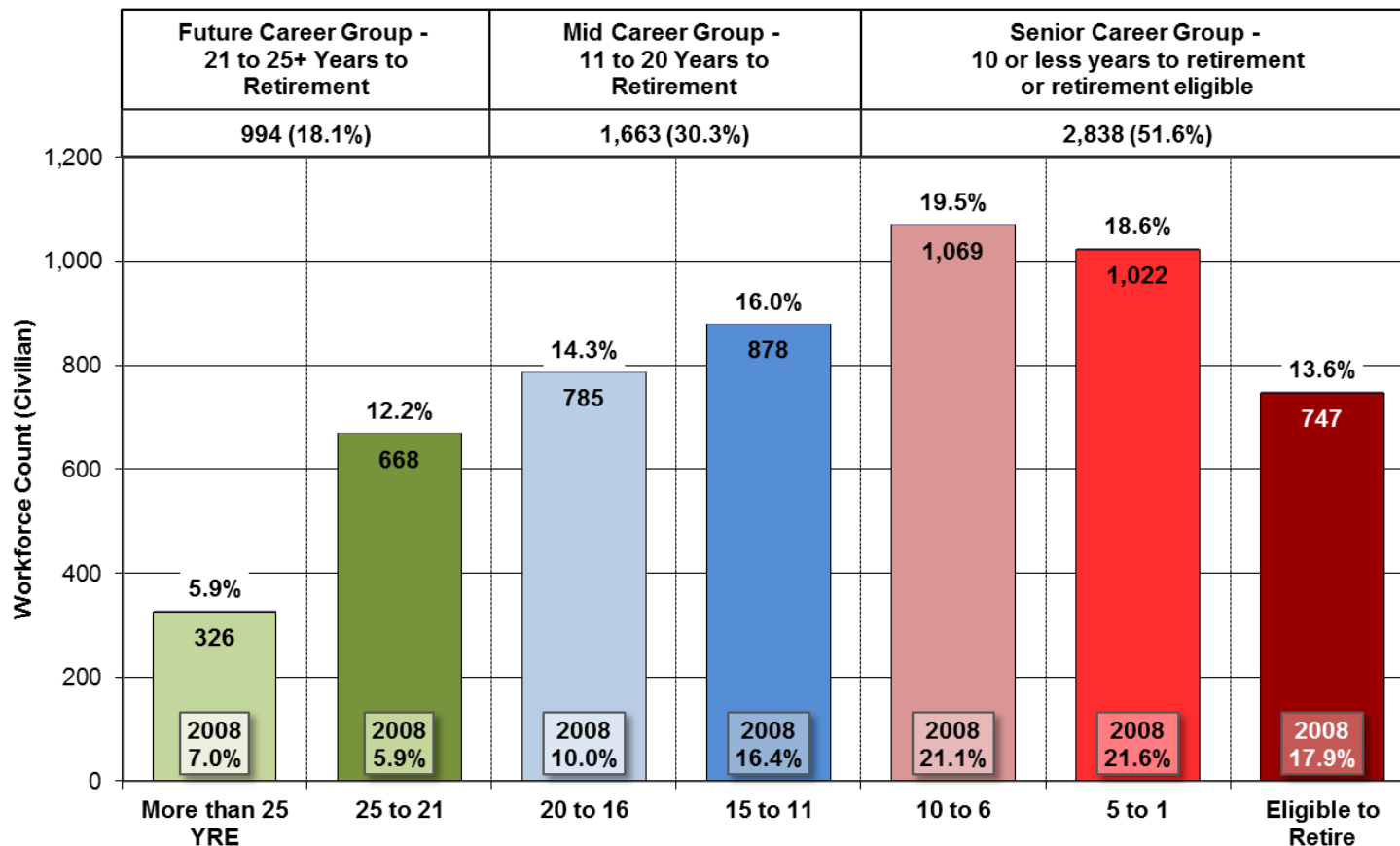


As of the end of FY14 (30 September 2014)



Information Technology Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2014) - Information Technology



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2014 DMDC data provided by RAND.

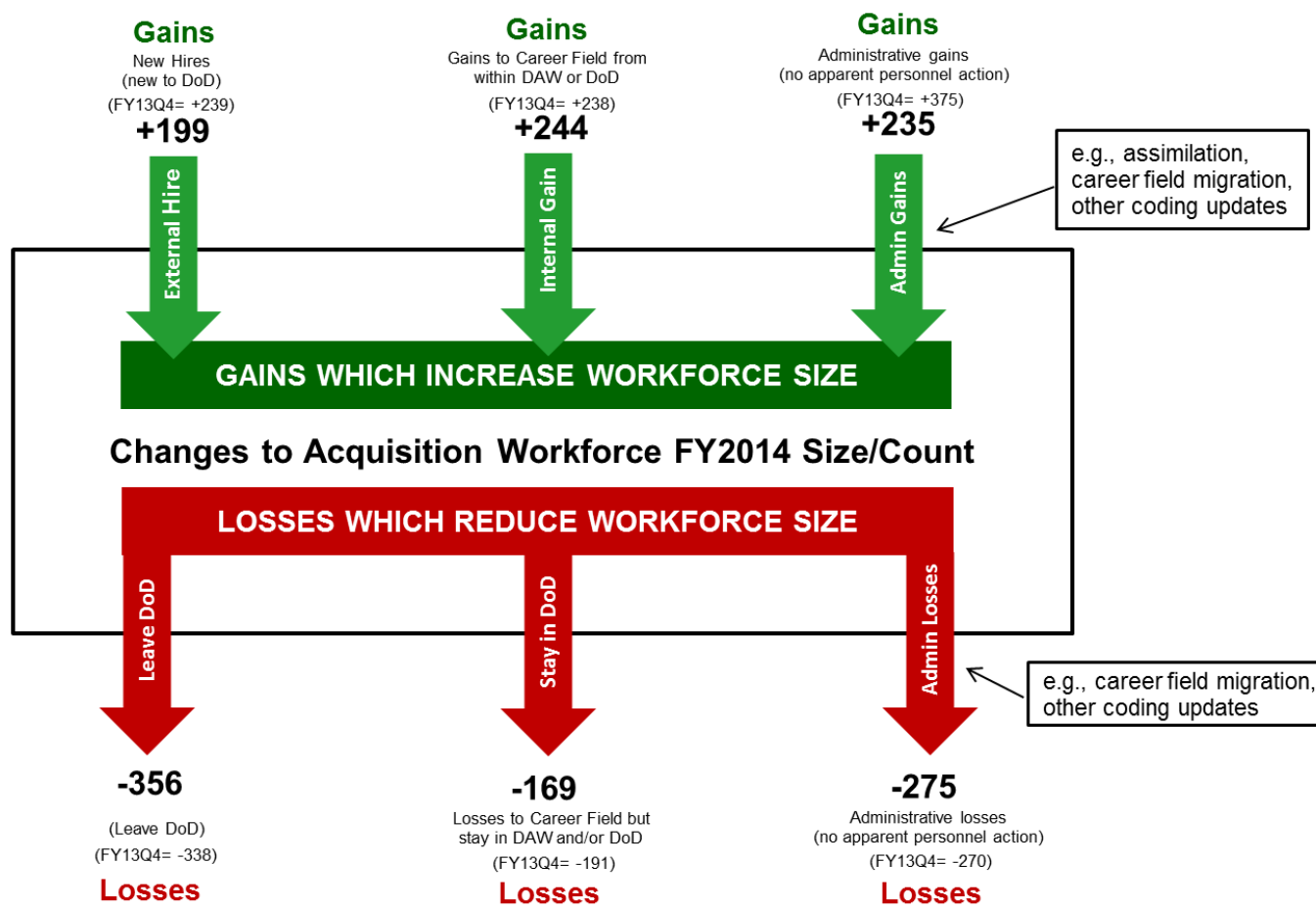
As of the end of FY14 (30 September 2014)



Information Technology Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2014) - Information Technology

Gains and Losses by External to DoD, Internal to DoD, and Administrative Categories



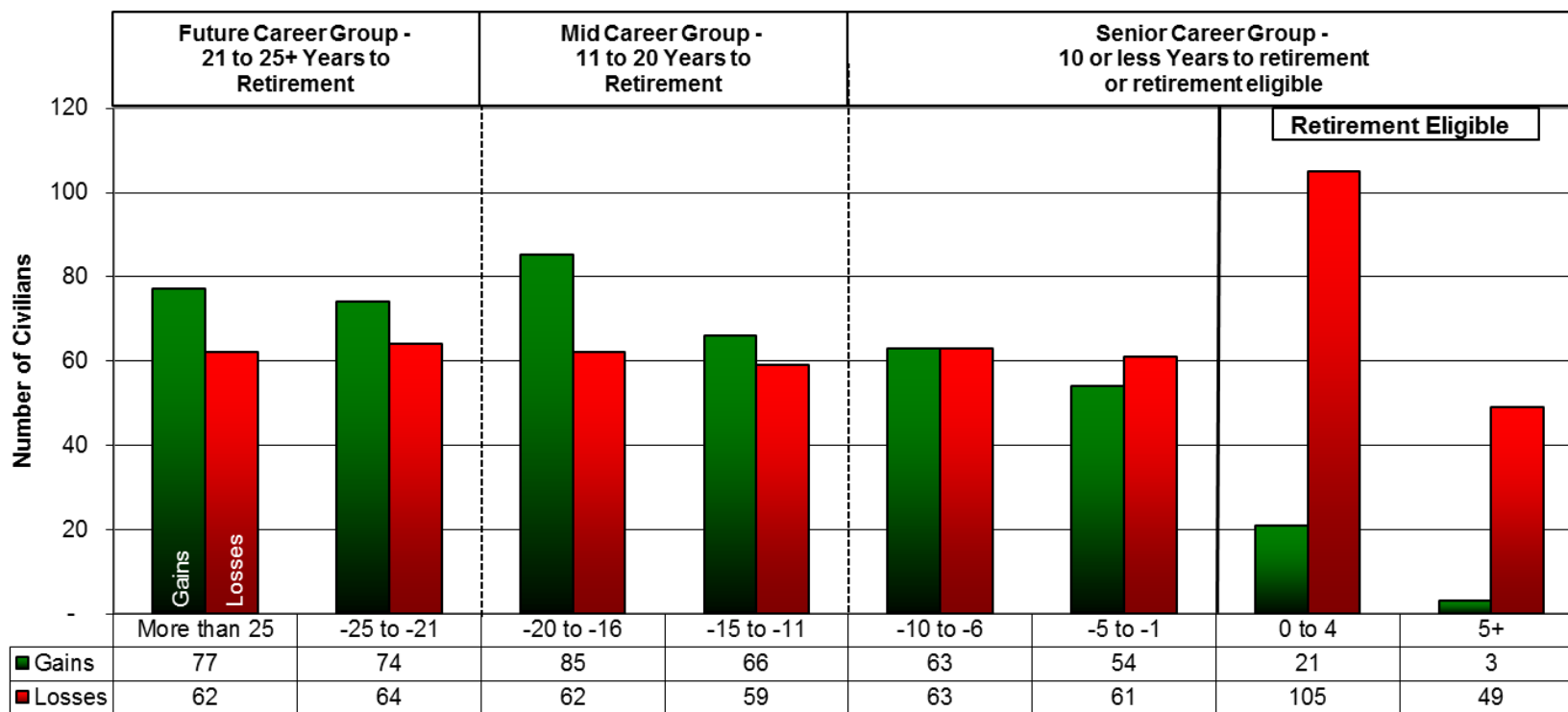
As of the end of FY14 (30 September 2014)



Information Technology Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - Information Technology

Workforce Lifecycle FY2014 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

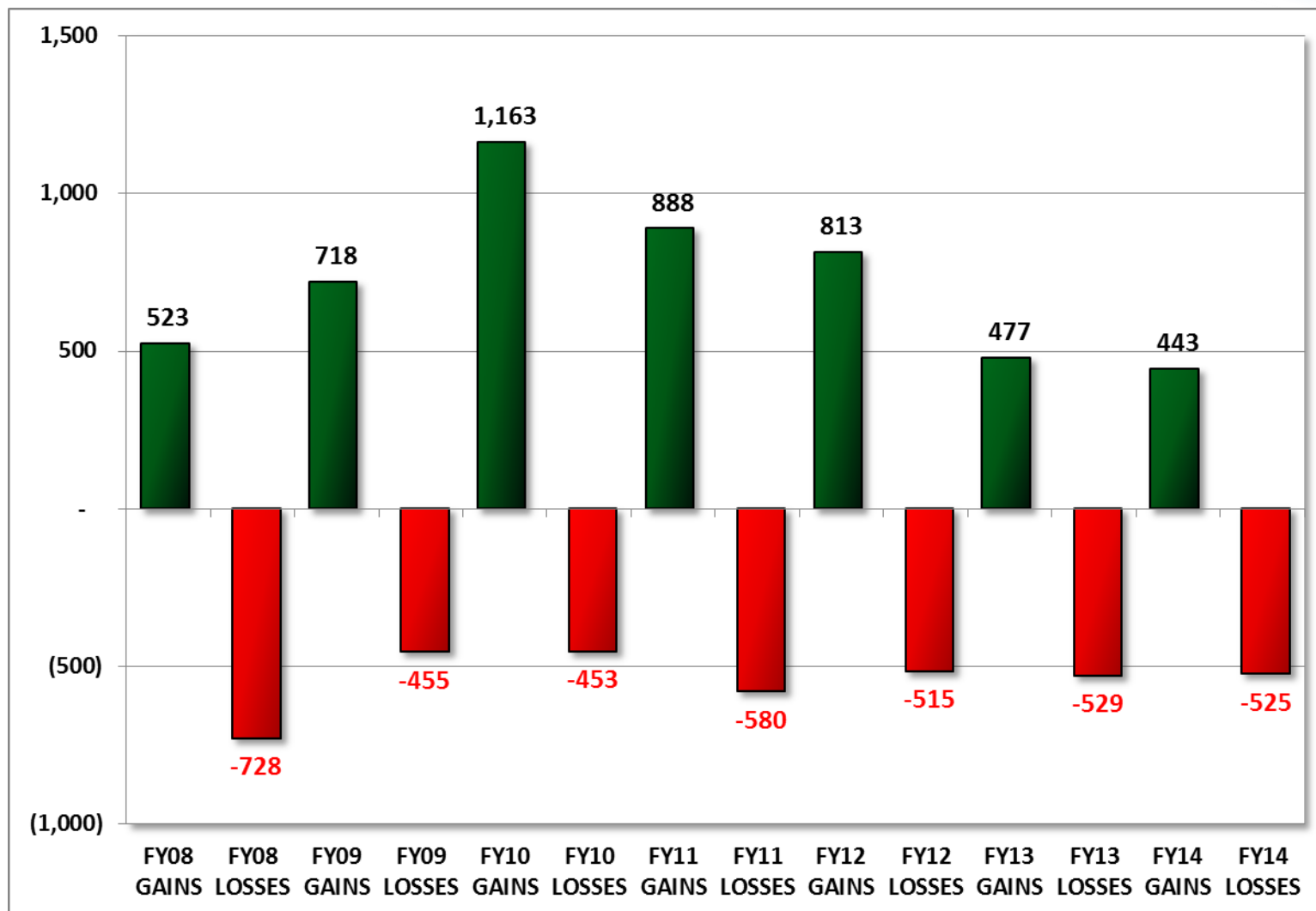
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



Information Technology Historical Gains and Losses FY08 – FY14

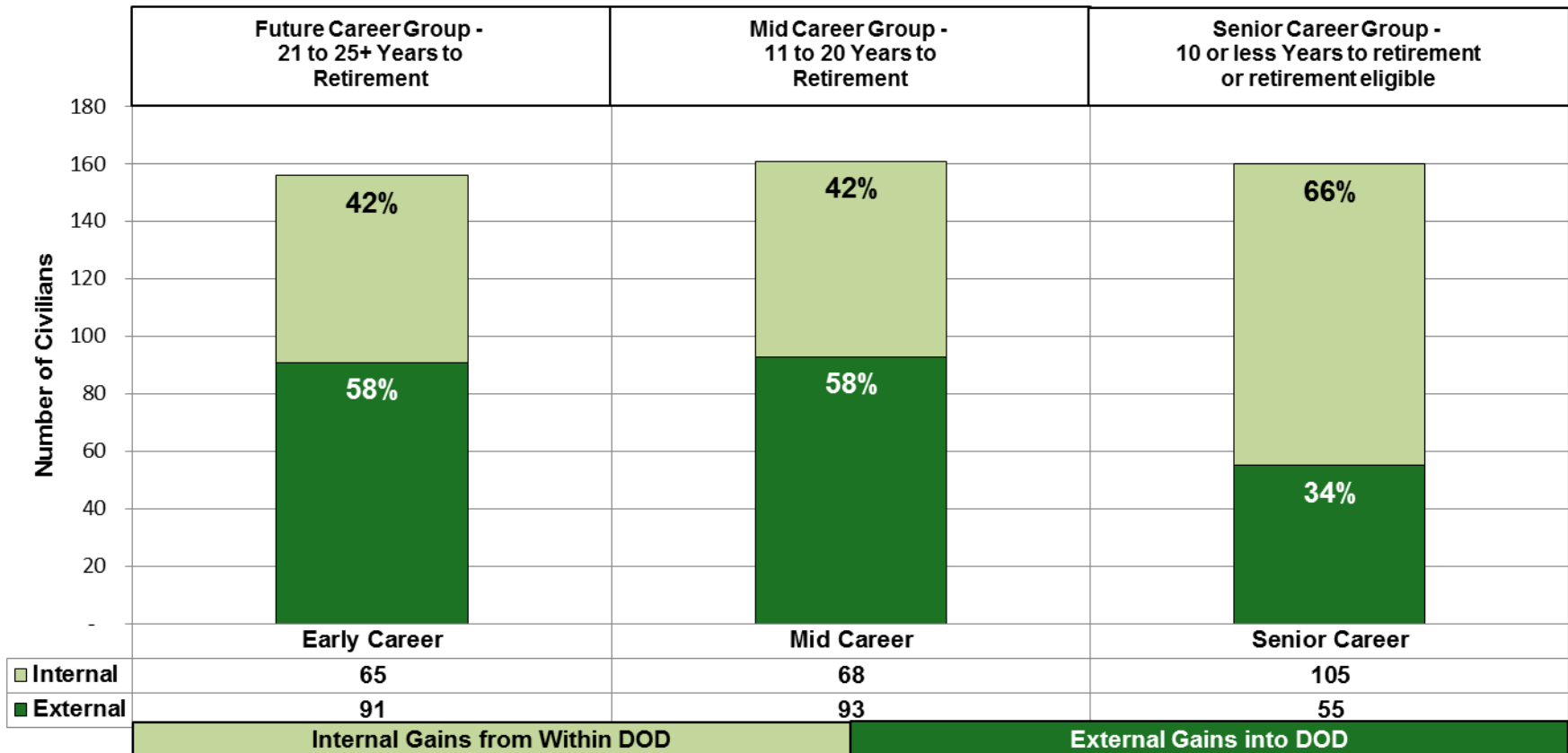


As of the end of FY14 (30 September 2014)



Information Technology Internal/External Gains % by Career Group

Defense Acquisition Workforce (Civilian) - IT Workforce Lifecycle FY2013 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2013 and Previous FY Data)

*Does not include administrative gains

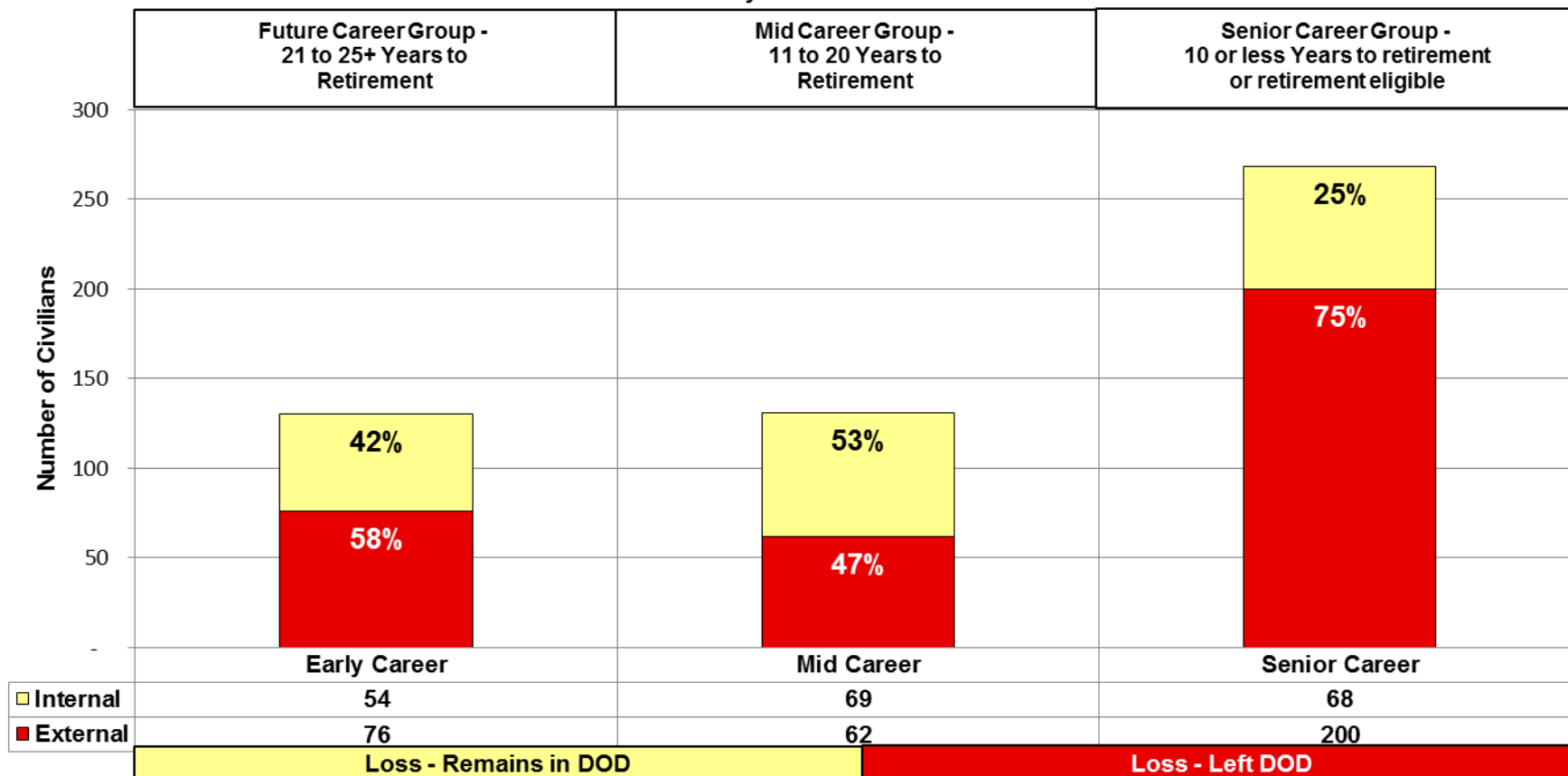
As of the end of FY14 (30 September 2014)



Information Technology Internal/External Loss % by Career Group

Defense Acquisition Workforce (Civilian) - IT

Workforce Lifecycle FY2013 Losses*



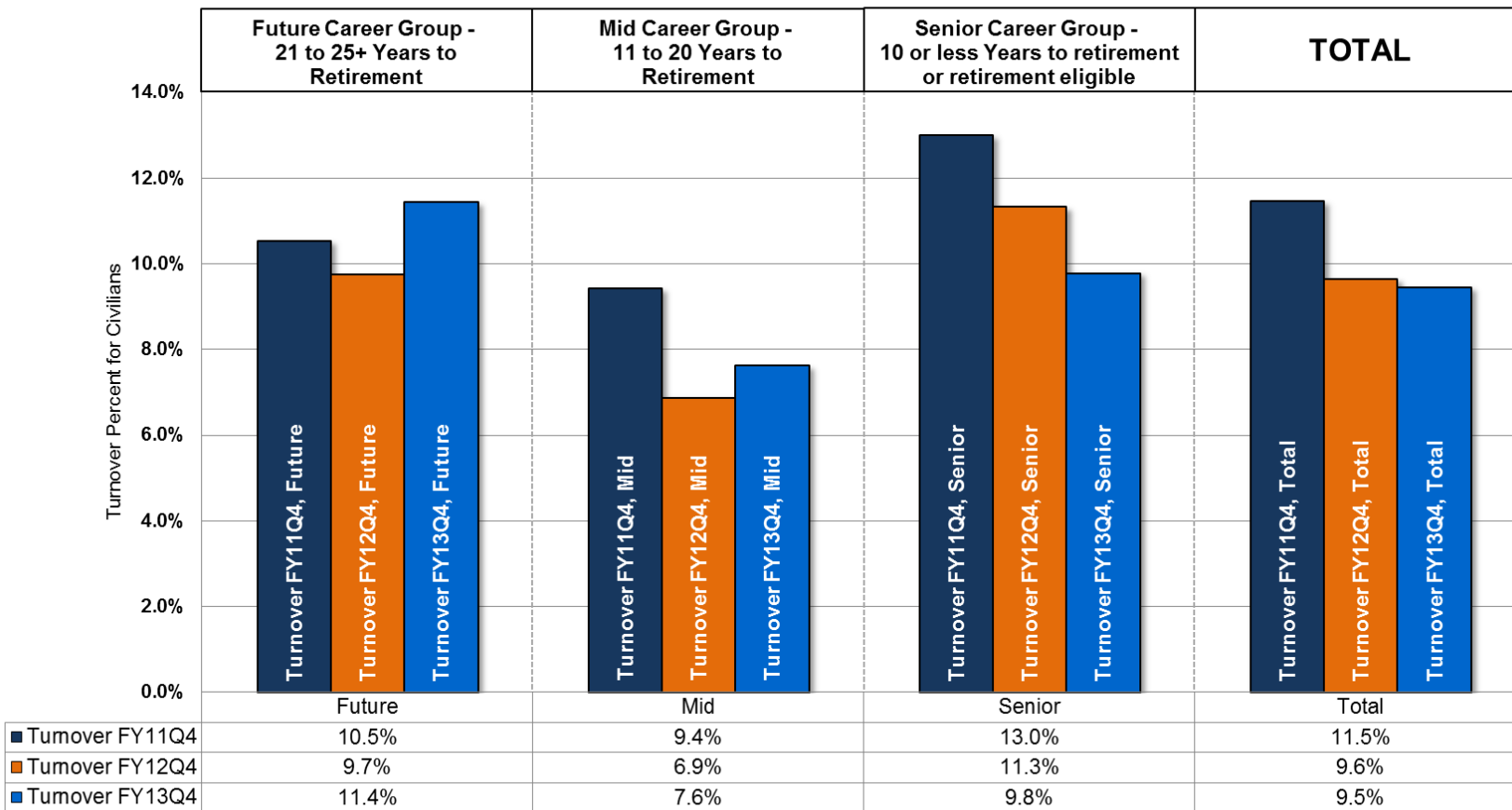
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2013 and Previous FY Data)

*Does not include administrative losses



Information Technology Turnover Rates by Career Group

Defense Acquisition Workforce Turnover - IT (Civilian) (FY11Q4, FY12Q4, FY13Q4)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

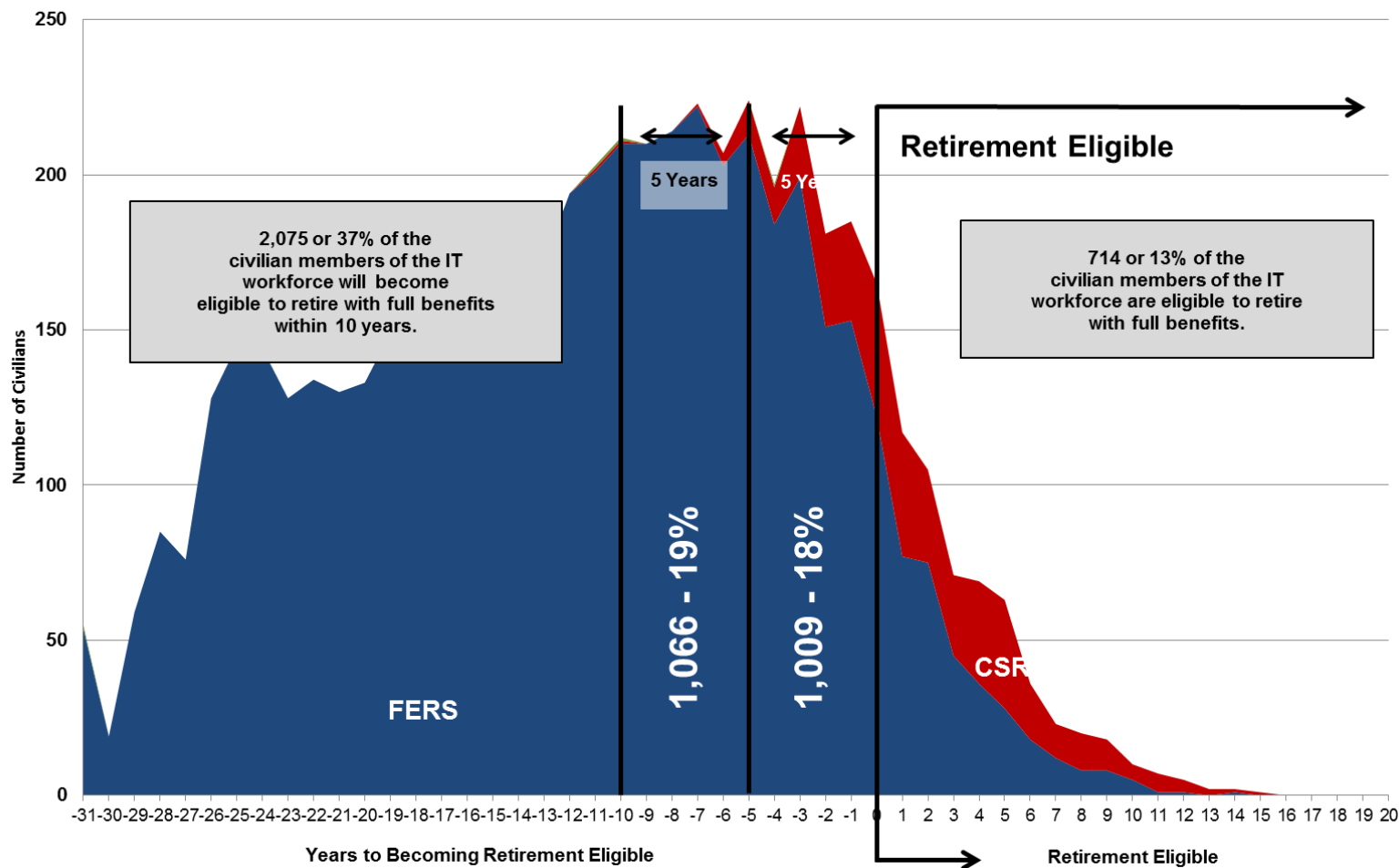
As of the end of FY14 (30 September 2014)



Information Technology Civilian Distribution by Years to Retirement Eligibility

Defense Acquisition Workforce - IT

Distribution by Years to Retirement Eligibility (Civilians)(FY2013)



As of the end of FY14 (30 September 2014)



END